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PROFESSIONAL SELECTION PANEL

Qualities Bearing On

Suitability for Career Service in CIA  
(Working List #2, 17 June 1953)

There are set forth below certain basic qualities which are to be sought in applicants and trial period employees. Under each quality are listed one or more questions which are among those the Panel would attempt to answer in an effort to decide whether the individual applicant was possessed of the desired quality. These qualities do not take into account technical qualifications to fill a specific position.

QUALITIES

1. INTEGRITY

Would lack of supervision lower his standard of performance?

Can he be expected to remain honest to himself and to others?

Does he have intellectual, moral and cultural honesty?

2. MORALITY

Can he maintain high moral standards for his personal conduct?

Could he engage in activities which conflict with those standards?

3. FAITHFULNESS

Will he loyally support a course of action even though he may disagree?

Would he secretly try to undermine a policy while outwardly supporting it?

4. OBJECTIVITY

Can he reach logical conclusions despite personal bias?

5. ADAPTABILITY

Can he willingly conform to new job requirements?

Can he adjust to trying working conditions?

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**6. ANONYMITY**

Does he accept the fact that public notice is incompatible with a career in CIA?

Does he feel compelled to call attention to himself?

**7. ACCEPTANCE OF DISCIPLINE**

Can he relinquish independence of action in the interest of organizational integrity and control?

**8. EMOTIONAL CONTROL**

Can he maintain effectiveness despite unusual or disturbing working conditions?

**9. CAREER DESIRE**

Are his reasons sound for seeking an intelligence career in CIA?

Is he willing to give the job and the Agency a fair trial?

**10. DISCRETION**

Has he an appreciation of the need for discretion in the handling of official information?

Has he an appreciation of the need for discretion in handling people?

**11. ECONOMIC PREPAREDNESS**

Can he accept the limitations of a Government salary?

**12. FREEDOM OF ACTION**

To what extent will family, economic, religious, political or moral considerations interfere with his freedom of action?

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**13. SENSE OF PERSONAL PROPORTION**

Does he take himself too seriously?

**14. SOCIAL ACCEPTABILITY**

Is he a person with whom you could get along in a close work relationship?

Has he traits or characteristics which would make it difficult for a group to accept him as one of the "gang" in non-duty situations?

**15. COOPERATION**

Does he establish congenial relationships with others?

Can he work effectively as a member of a team?

**16. INDUSTRY**

Is he capable of sustained hard work?

**17. EFFECTIVE INTELLIGENCE**

Is he capable of resourcefulness in planning and carrying out activities?

Can he make decisions effectively?

Can he learn and remember detailed knowledge?

Can he express himself adequately?

Can he effectively use the services and abilities of other people?

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**18. VISION**

Can he think and act imaginatively?

**19. JUDGMENT**

Does he have common sense?

Does he have a sense of timing?

Is he impulsive?

Are his actions the result of calm discrimination and critical estimate?